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ABSTRACT

In 1996, San Diego City College conducted a study investigating the efficacy of their vocational programs in helping to prepare students for the labor market. Economic gains were examined by tracking student wages and employment rates for three years after graduation through the Post-Education Employment Tracking System (PEETS). Findings indicated that City College students who completed a vocational program were slightly more likely to be employed for a longer term (75.6% compared to 72.0%) and had a faster rate of wage gain than those who did not. Students under 25 received larger wage increases than older students; their wages increased by 90% three years after college. The rising wages for women and minority students place them at a near equilibrium with male, non-minority students. Women received a 36.4% average wage gain three years after college, while men averaged a 7.4% gain. The average annual wages of City College students were somewhat higher ($32,703) than those of the San Diego Community College District ($31,664) and the aggregated average of California Community Colleges ($30,158). Appendices include separate wage rate tables for vocational students under 25, and for all ages. (YKH)

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Post-College Wages and Employment Rates of San Diego City College Students

1990-91, 1991-92

Background

In the late 1980's, there was a growing social and political concern that California Community Colleges' was failing to provide a open door to higher education for California's increasingly diverse population. Various studies suggested differential outcomes of students from historically underrepresented groups, and legislators were concerned over the quality and equity of the community college system. In following years, several policies and initiatives were implemented to mandate colleges to report student educational and occupational outcomes: State Model Accountability System (AB1725), the Joint Commission on Accountability (JCAR), Senate Bill 645 (School Report Cards), and the Student Right to Know legislation.

Under the State Model Accountability System (AB1725), colleges are required to collect and report data on student educational and occupational success as well as their access and satisfaction. Under SB645, colleges are to report vocational placement rates. The Joint Commission on Accountability Reporting (JCAR) proposes how colleges can report student job placement and licensure pass rates, transfer and graduation rates, and upper division and graduate school enrollment.

This study investigates how several vocational programs at San Diego City College prepare students to succeed in the labor market after completing their training. Student placement and economic gains measured by wage rate after receiving a vocational certificate or associate degree were examined by tracking their wages and employment rates for three years after graduation through the Post-Education Employment Tracking System.

Method

The post-college employment and wages of San Diego City College Students were measured by using the Post-Education Employment Tracking System (PEETS). PEETS is operated by the Chancellor's Office of the California Community Colleges in cooperation with the State of California's Employment Development Department (EDD). PEETS matches, by Social Security Number, students' demographic and educational data available in the Chancellor's Office Management Information System (MIS) and Unemployment Insurance (UI) Wage Record Data collected quarterly by EDD.

The Research and Planning Office prepared a data file for matching with State UI records. The data sent include student educational and demographic information including their age, sex, ethnicity, disability status, financial aid status, grades, degrees and certificates awarded, etc. UI wage records contain reports of earnings of each employee from employers as required in complying with the State's Unemployment Compensation law. Approximately 95% of individuals employed in California are included in UI wage records. UI wage data does not include those who are self-employed, paid entirely on commission basis, federal government employee, or work outside of California. Data were submitted on behalf of all three colleges and continuing education in the SDCCD.

In order to match student educational and demographic data with wage records, a student record file created by the SDCCD Research and Planning Office for the three colleges was submitted to EDD. After matching and adding wage record information, the student file was sent back to the Research and Planning Office for analysis. For confidentiality, student Social Security Numbers are replaced with student identification numbers during the matching process.

The participants of this study were former vocational students of San Diego City College who left college in 1990-91 or 1991-92 and did not enroll thereafter. The students completed at least 6 units in the same four-digit vocational education Taxonomy of Programs (TOP) code at a Student Accountability Model (SAM) level of C or above. The data of former students were categorized by the program they were enrolled in, completion of the program, and their demographic characteristics (e.g., sex, age, ethnicity) for data analyses. Students who received a vocational certificate and those who received an associate degree in a vocational field were placed into the same educational attainment category in order to increase the cell size for analyses.

Findings and Discussion

1. Efficacy of the Post-Education Employment Tracking System (PEETS)

Using PEETS is an effective way to collect information regarding student post-college wages and employment rates. Table 1 shows the numbers and percentages of students whose data were available via PEETS. Approximately three quarters of students were included in UI wage records in their last year of college regardless of their educational attainment. Although the percentage of students whose records were matched with PEETS decreased slightly over time, approximately 65% of student records were still able to be matched in three years out of college. This match rate is far higher than that obtained by student follow-up surveys. Response rates to such surveys are often below 15% of the sample.

Table 1: Numbers and Percentages of City College Vocational Students Whose Record were Available via PEETS

Vocational Program	Last Year College		1st Year after College		3rd Year after College	
	#	%	#	%	#	%
Certificate or Degree Holder (N=308) # Matched with PEETS	224	72.7	229	74.4	201	65.3
No Certificate or Degree (N=5738) # Matched with PEETS	4,403	76.7	4,131	71.9	3,654	63.7

2. Comparison by Vocational Certificate or Degree Attainment

The following sections compare wages and employment rates of students by educational attainment. For clarity and ease of interpretation, the body of this report only make distinctions between students who received a vocational certificate or degree and those who took some vocational education courses but did not receive a certificate or degree. The disaggregated information on wages and employment rates of students by the number of vocational courses completed are shown in the Appendix.

The wages of students who received a vocational certificate or associate degree (Completers) increased somewhat more rapidly in three years compared to those who did not receive a certificate or degree (Leavers). The wage gain of completers was 20.8% in three years whereas leavers wage increased 15.8%. Additionally, completers were slightly more likely to be employed for a full year (75.6%) in three years out of college compared to leavers (72.0%).

Table 2: Wages and Employment Rates of City College Vocational Students

Vocational Program	Last Year College	1st Year after College	3rd Year after College
Certificate or Degree Holder (N=308)			
# Matched with PEETS	224	229	201
% Employed for 4 Quarters *	69.6%	78.2%	75.6%
Average Wage	$ 27,065	$ 30,286	$ 32,703
Wage Gain (%) **	--	11.9%	20.8%
No Certificate or Degree (N=5,738)			
# Matched with PEETS	4,403	4,131	3,654
% Employed for 4 Quarters *	70.9%	71.0%	72.0%
Average Wage	$ 23,723	$ 25,546	$ 27,475
Wage Gain (%) **	--	7.7%	15.8%

* Percentage of former students who were employed for a full year among those whose records were matched with PEETS

** Wage gain compared to the last year of college

Completers were somewhat more likely to earn more than the average total manufacturing wages in California ($12,875) (Table 3). Approximately 70% of completers earned more than $12,875 in three years out of college whereas 58.9% of leavers earned over $12,875. The wage gain for those who earned over $12,875 with a vocational certificate or degree in the three year period is approximately as twice as much (10.7%) compared to those who did not receive a certificate or degree (5.8%).

Table 3: Wages of City College Vocational Students Who Earned More than $12,875

Vocational Program	Last Year College	1st Year after College	3rd Year after College
Certificate or Degree Holder (N=308)			
# Matched with PEETS	224	229	201
% Earning More than $12,875 *	56.6%	71.2%	69.1%
Average Wage	$ 31,602	$ 32,529	$ 34,994
Wage Gain (%) **	--	2.9 %	10.7%
No Certificate or Degree (N=5,738)			
# Matched with PEETS	4,403	4,131	3,654
% Earning More than $12,875 *	50.7%	53.8%	58.9%
Average Wage	$ 30,084	$ 31,251	$ 31,817
Wage Gain (%) **	--	3.9 %	5.8%

* Percentage of former students who earned more than $12,875 among those whose records were matched with PEETS

** Wage gain compared to the last year of college

3. Comparison by Demographic Characteristics

a) Age group

The benefit of completing a vocational program seemed to be greater for younger students. The following table (Table 4) compares average wages for different age groups by educational attainment. For students under 25 years old, wages nearly doubled in the three year period (90.0% increase). The students from 25 to 34 years old also benefited from completing a vocational program although the effect was not as pronounced as for the students under 25 years old. The wage gain for those from 25 to 34 years old in three years was approximately 22%.

Furthermore, the proportion of students who earned more than $12,875 increased at a faster rate for younger students. For students under 25 years old, the proportion of students earning more than $12,875 nearly doubled (17.6% to 38.2%) three years out of college. The proportion of students between 25 and 35 years old who earned more than $12,875 increased from 55.5% to 70.8%.

The impact of receiving a vocational certificate or degree on wages and employment rates was relatively small for students who were over 34 years old. Their wage increased approximately 15% in three years and the percentages of students who were employed for a full-year and those earning over $12,875 remained approximately the same throughout the three year period.

Table 4: Post-College Wages and Employment Rates of City College Students with a Vocational Certificate or Degree by Age Group

	Last Year College	First Year after College	Third Year after College
< 25 Years Old (N=51)			
# Matched with PEETS	34	39	34
% Employed for 4 Quarters *	47.1%	61.5%	52.9%
Average Wage	$ 10,889	$ 17,430	$ 20,693
Wage Gain (%) **	--	60.1%	90.0%
% Earning Over $12,875 ***	17.6%	46.1%	38.2%
25 - 34 Years Old (N=150)			
# Matched with PEETS	108	104	89
% Employed for 4 Quarters *	67.6%	85.6%	75.3%
Average Wage	$ 26,457	$ 29,638	$ 32,306
Wage Gain (%) **	--	12.0%	22.1%
% Earning Over $12,875 ***	55.5%	76.9%	70.8%
> 34 Years Old (N=106)			
# Matched with PEETS	81	85	78
% Employed for 4 Quarters *	82.7%	77.6%	85.9%
Average Wage	$ 31,590	$ 35,834	$ 36,326
Wage Gain (%) **	--	13.4%	14.9%
% Earning Over $12,875 ***	75.3%	76.4%	80.7%

* Percentage of former students who were employed for a full year against the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

*** Percentage of former students who earned more than $12,875 against the number of those whose records were matched with PEETS

In each age group, completers had higher average wages in three years out of college than leavers (Table 5). Completers also had greater wage increases in the three year period

Table 5: Wages by Age and Vocational Certificate or Degree Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage gain in 3 years
< 25 Years Old				
Certificate or Degree (N=51)	$ 10,889	$ 17,430	$ 20,693	90.0%
No Certificate or Degree (N=1,579)	$ 13,610	$ 15,374	$ 19,528	43.5%
25 - 34 Years Old				
Certificate or Degree (N=150)	$ 26,457	$ 29,638	$ 32,306	22.1%
No Certificate or Degree (N=2,282)	$ 24,950	$ 27,601	$ 29,139	16.8%
> 34 Years Old				
Certificate or Degree (N=106)	$ 31,590	$ 35,834	$ 36,326	14.9%
No Certificate or Degree (N=1,858)	$ 30,673	$ 31,519	$ 32,424	5.7%

b) Ethnicity

Among the students who completed a vocational program, the number of students who belonged to ethnic minorities (n=150) and those who did not (n=157) were approximately the same. Although the minority students had a slightly lower wage than non-minority students in the last year of college, the wage differences were reduced by the third year after college due to the faster wage increase of minority students.

Additionally, the percentages of students earning more than $12,875 had increased more rapidly for minority group (Table 6). The percentage of minority students who earned over $12,875 increased from 49.9% to 67.3% in three years. This represents a 17.4% increase. The percentage of Caucasian students who earned more than $12,875 was 62.1% in the last year of college and increased to 70.5% in three years for an increase of 8.4%. In summary, the percentages of students who earned over $12,875 were approximately the same for minority and non-minority students three years out of college. There were only slight differences between minority and non-minority group in the percentages of students employed for a full year.

Table 6: Post-College Wages and Employment Rates of City College Students with a Vocational Certificate or Degree by Ethnicity

	Last Year College	1st Year after College	3rd Year after College
Minority (N=150)			
# Matched with PEETS	104	111	95
% Employed for 4 Quarters *	64.4%	74.8%	74.7%
Average Wage	$ 22,957	$ 26,717	$ 30,392
Wage Gain (%) **	--	16.4%	32.4%
% Earning Over $12,875 ***	49.9%	66.7%	67.3%
Non-Minority (N=157)			
# Matched with PEETS	119	117	105
% Employed for 4 Quarters *	73.9%	81.2%	76.2%
Average Wage	$ 30,094	$ 33,359	$ 34,731
Wage Gain (%) **	--	10.8%	15.4%
% Earning Over $12,875 ***	62.1%	75.2%	70.4%

* Percentage of former students who were employed for a full year against the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

*** Percentage of former students who earned more than $12,875 against the number of those whose records were matched with PEETS

Table 7 compares wages by educational attainment and ethnicity. For Caucasians, the wage gain was approximately the same regardless of the completion of a vocational program. In contrast, minority students who received a vocational certificate or degree had more substantial wage increases (32.4%) compared to minority students without a certificate or degree (16.7%). Minority leavers, and Caucasian completers and leavers had approximately the same wage increase in three years (15.4 - 16.7%).

Table 7: Wages by Ethnicity and Vocational Degree Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage gain in 3 years
Minority				
Certificate or Degree (N=150)	$ 22,957	$ 26,717	$ 30,392	32.4%
No Certificate or Degree (N=2,538)	$ 22,347	$ 24,520	$ 26,085	16.7%
Non-Minority				
Certificate or Degree (N=157)	$ 30,094	$ 33,359	$ 34,731	15.4%
No Certificate or Degree (N=3,152)	$ 24,618	$ 26,218	$ 28,508	15.8%

c) Gender

There were only minor differences by sex in wages and employment rates (Table 8). Women with a vocational certificate or degree had a lower average wage than men in the last year of college; However, their wages increased at a faster rate and exceeded men's wage after receiving a vocational certificate or degree. The percentages of students who were employed for four quarters and of those who earned over $12,875 were approximately the same for men and women.

Table 8: Post-College Wages and Employment Rates of City College Students with a Vocational Certificate or Degree by Sex

	Last Year College	1st Year after College	3rd Year after College
Men (N=166)			
# Matched with PEETS	141	119	102
% Employed for 4 Quarters *	64.5%	77.3%	74.5%
Average Wage	$ 28,979	$ 29,528	$ 31,112
Wage Gain (%) **	--	1.9%	7.4%
% Earning Over $12,875 ***	57.0%	68.0%	67.6%
Women (N=142)			
# Matched with PEETS	103	110	99
% Employed for 4 Quarters *	75.7%	79.1%	76.8%
Average Wage	$ 25,151	$ 31,087	$ 34,294
Wage Gain (%) **	--	23.6%	36.4%
% Earning Over $12,875 ***	56.3%	74.5%	70.7%

* Percentage of former students who were employed for a full year against the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

*** Percentage of former students who earned more than $12,875 against the number of those whose records were matched with PEETS

The following table (Table 9) compares the average wages of men and women by educational attainment. The wages of women with a vocational certificate or degree increased rapidly (36.4%) and eventually exceeded men's average wage. In contrast, women without a certificate or degree had the lowest wage throughout the three year period.

Table 9: Wages by Gender and Vocational Degree Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage gain in 3 years
Men				
Certificate or Degree (N=166)	$ 28,979	$ 29,528	$ 31,112	7.4%
No Certificate or Degree (N=2,930)	$ 26,198	$ 28,390	$ 27,430	4.7%
Women				
Certificate or Degree (N=142)	$ 25,151	$ 31,087	$ 34,294	36.4%
No Certificate or Degree (N=2,805)	$ 21,160	$ 22,612	$ 24,981	18.1%

d) Disability Status

Wages and employment rates of students by disability status were not examined since the available data base contained a small number of students with a disability (N=13).

4. Comparison with Other Colleges

The wages of San Diego City College students who received a vocational certificate or degree were compared to the District average and the aggregated average of 17 community colleges throughout California. Table 10 shows the wages of different groupings of students with a vocational certificate or degree. The overall average wages of City College students was somewhat higher than the SDCCD and aggregated average of California Community Colleges. Female students at City College who received a certificate or degree also had a somewhat higher wage compared to the SDCCD and aggregated average.

Table 10: Comparison of Post-College Wages of City College Vocational Students with the SDCCD and California Community Colleges Average

	San Diego City College	SDCCD Average	CA Community Colleges *
Vocational Degree All Students			
N	308	799	2,742
Last Year of College	$ 27,065	$ 25,605	$ 20,581
Third Year Out of College	$ 32,703	$ 31,664	$ 30,158
Wage Gain (%)	20.8%	23.7%	46.5%
Vocational Degree < 25 Years Old			
N	51	188	525
Last Year of College	$ 10,889	$ 14,846	$ 13,689
Third Year Out of College	$ 20,693	$ 22,378	$ 25,866
Wage Gain (%)	90.0%	50.7%	88.9%
Vocational Degree Male			
N	166	411	910
Last Year of College	$ 28,979	$ 28,888	$ 27,185
Third Year Out of College	$ 31,112	$ 33,609	$ 33,583
Wage Gain (%)	7.4%	16.3%	23.5%
Vocational Degree Female			
N	142	388	1,830
Last Year of College	$ 25,151	$ 22,327	$ 20,435
Third Year Out of College	$ 34,294	$ 29,962	$ 31,705
Wage Gain (%)	36.4%	34.2%	55.2%
Vocational Degree Minority			
N	150	293	1,374
Last Year of College	$ 22,957	$ 22,698	$ 22 664
Third Year Out of College	$ 30,392	$ 29,149	$ 30 825
Wage Gain (%)	32.4%	28.4%	36.0%
Vocational Degree Non-Minority			
N	157	501	1,064
Last Year of College	$ 30,094	$ 29,630	$ 24,316
Third Year Out of College	$ 34,731	$ 33,027	$ 34,485
Wage Gain (%)	15.4%	11.5%	41.8%

* Aggregated average of 17 community colleges in California: That includes Cabrillo College, Cuyamaca College, Grossmont College, Los Angeles Trade-Tech College, West Los Angeles College, Mission College, College of Alameda, Laney College, Merritt College, Vista College, San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego Community College Adult Program, Santa Barbara City College, Moorpark College, Oxnard College, and Ventura College

The table below shows wages in some of the major fields of vocational programs. The table lists major fields which had more than twenty graduates in 1990-91 or 1991-92.

Table 11: Post-College Wages by Major Field in Vocational Programs

Major Field	City College	CA Average *
Business		
N	64	371
1st year wage	$ 24,020	$ 28,622
3rd year wage	$ 24,728	$ 30,388
Electronics		
N	32	454
1st year wage	$ 30,162	$ 25,974
3rd year wage	$ 25,525	$ 30,054
Nursing		
N	63	973
1st year wage	$ 33,832	$ 31,571
3rd year wage	$ 38,118	$ 37,131

* Aggregated average of 17 community colleges in California

Summary

Overall, students who completed a vocational program had a faster rate of wage gain after graduation compared to students who did not complete a vocational program. In addition, women and ethnic minorities benefited greatly from acquiring a vocational degree, and their wage and employment rates increased rapidly after graduation. For example, women' wages exceeded men's in the third year out of college. For students under 25 years old, the economic gain after receiving a vocational degree was substantial, and the economic impact of vocational degree attainment diminished as students became older.

For San Diego City College students, approximately 70% of wage record data are available via PEETS. PEETS currently does not include wage record data of students who are federal employee, self-employed, or entirely paid on a commission basis. The agreement to match EDD's wage records and the employment records of the US Military, the US Office of Personnel and the California State Franchise Board has been made, and the percentage of students included in the wage record data is hoped to increase in the future. Further, our efforts continue to match CSU data with EDD wage record data to identify students who pursue a more advanced degree after receiving an associate degree or certificate from the San Diego Community Colleges. This will enable us to separate students who continued their education after attending community college and those who did not, and to assess the value of completing upper division courses and acquiring a more advanced degree. This would be consistent with the recommendation of the Joint Commissions on Accountability Reporting (JCAR) that placement after college include both job placement, transfer, and upper division and graduate school enrollment.

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Appendix

Table A-1: Wages and Employment Rates of San Diego City College Vocational Students of All Age by Educational Attainment 1990-1991, 1991-92 Data

	Completers Average	Leavers				City College Vocational Student Overall
		Leavers Average	<12 Units Completed	<24 Units Completed	24+ Units Completed	
Cohort	308	5,738	3,036	1,277	1,425	6,046
# matched in last year of college (0 yr.)	224	4,403	2,339	978	1,086	4,627
% employed for 4 quarters	69.6%	70.9%	71.4%	73.2%	67.6%	70.8%
Aver wage	$ 27,065	$ 23,723	$ 24,752	$ 23,773	$ 21,335	$ 23,882
% earning over state aver ($12,875)	56.6%	50.7%	52.3%	53.9%	44.4%	51.0%
Aver earning over state aver ($12,875)	$ 31,602	$ 30,084	$ 31,049	$ 29,300	$ 28,491	$ 30,165
# matched in 1st year out of college	229	4,131	2,221	903	1,007	4,360
% employed for 4 quarters	78.2%	71.0%	71.1%	69.5%	72.3%	71.4%
1st year aver wage	$ 30,286	$ 25,546	$ 26,147	$ 26,079	$ 23,784	$ 25,819
% earning over state aver ($12,875)	71.2%	53.8%	54.2%	54.9%	52.1%	54.8%
Aver earning over state aver ($12,875)	$ 32,529	$ 31,251	$ 32,041	$ 30,764	$ 29,897	$ 31,338
# matched in 3rd year out of college	201	3,654	1,965	787	902	3,855
% employed for 4 quarters	75.6%	72.0%	72.4%	72.6%	70.5%	72.2%
3rd year aver wage	$ 32,703	$ 27,475	$ 28,196	$ 27,770	$ 25,596	$ 27,760
% earning over state aver ($12,875)	69.1%	58.9%	59.7%	60.5%	55.6%	59.4%
Aver earning over state aver ($12,875)	$ 34,994	$ 31,817	$ 32,480	$ 31,761	$ 30,318	$ 32,009
Wage gain from 0 to 1st year	$ 3,221	$ 1,823	$ 1,395	$ 2,306	$ 2,449	$ 1,936
Gain % from 0 to 1st year	11.9%	7.7%	5.6%	9.7%	11.5%	8.1%
Wage gain over aver 0 to 1st year	$ 927	$ 1,167	$ 992	$ 1,464	$ 1,406	$ 1,173
Gain % over aver 0 to 1st year	2.9%	3.9%	3.2%	5.0%	4.9%	3.9%
Wage gain from 0 to 3rd year	$ 5,638	$ 3,751	$ 3,444	$ 3,997	$ 4,261	$ 3,878
Gain % from 0 to 3rd year	20.8%	15.8%	13.9%	16.8%	20.0%	16.2%
Wage gain over aver 0 to 3rd year	$ 3,392	$ 1,733	$ 1,431	$ 2,461	$ 1,827	$ 1,844
Gain % over aver 0 to 3rd year	10.7%	5.8%	4.6%	8.4%	6.4%	6.1%
Wage gain from 1st to 3rd year	$ 2,417	$ 1,929	$ 2,049	$ 1,691	$ 1,812	$ 1,942
Gain % from 1st to 3rd year	8.0%	7.5%	7.8%	6.5%	7.6%	7.5%
Wage gain over aver 1st to 3rd year	$ 2,465	$ 566	$ 439	$ 997	$ 421	$ 671
Gain % over aver 1st to 3rd year	7.6%	1.8%	1.4%	3.2%	1.4%	2.1%

Table A-2: Wages and Employment Rates of San Diego City College Vocational Students Under 25 Years Old by Educational Attainment 1990-1991, 1991-92 Data

	Completers Average	Leavers				City College Vocational Student Overall
		Leavers Average	<12 Units Completed	<24 Units Completed	24+ Units Completed	
Cohort	51	1,579	816	330	433	1,630
# matched in last year of college (0 yr.)	34	1,311	674	282	355	1,345
% employed for 4 quarters	47.1%	62.7%	60.7%	69.9%	60.6%	62.3%
Aver wage	$ 10,889	$ 13,646	$ 12,697	$ 14,772	$ 14,420	$ 13,594
% earning over state aver ($12,875)	17.7%	27.7%	25.4%	33.7%	27.3%	27.4%
Aver earning over state aver ($12,875)	$ 17,943	$ 21,536	$ 20,373	$ 21,979	$ 23,156	$ 21,477
# matched in 1st year out of college	39	1,220	641	266	313	1,259
% employed for 4 quarters	61.5%	64.0%	63.3%	62.0%	67.1%	63.9%
1st year aver wage	$ 17,430	$ 15,370	$ 14,016	$ 17,523	$ 16,296	$ 15,432
% earning over state aver ($12,875)	46.1%	38.3%	29.8%	37.6%	56.2%	38.5%
Aver earning over state aver ($12,875)	$ 20,784	$ 22,867	$ 21,932	$ 23,798	$ 23,352	$ 22,789
# matched in 3rd year out of college	34	1,084	592	220	272	1,118
% employed for 4 quarters	52.9%	66.8%	66.2%	66.8%	68.0%	66.4%
3rd year aver wage	$ 20,693	$ 19,536	$ 18,750	$ 20,609	$ 20,348	$ 19,564
% earning over state aver ($12,875)	38.2%	47.7%	46.6%	49.0%	48.9%	47.4%
Aver earning over state aver ($12,875)	$ 24,792	$ 24,253	$ 23,316	$ 25,291	$ 25,355	$ 24,266
Wage gain from 0 to 1st year	$ 6,541	$ 1,724	$ 1,319	$ 2,751	$ 1,876	$ 1,838
Gain % from 0 to 1st year	60.1%	12.6%	10.4%	18.6%	13.0%	13.5%
Wage gain over aver 0 to 1st year	$ 2,841	$ 1,331	$ 1,559	$ 1,819	$ 196	$ 1,312
Gain % over aver 0 to 1st year	15.8%	6.2%	7.7%	8.3%	0.8%	6.1%
Wage gain from 0 to 3rd year	$ 9,804	$ 5,890	$ 6,053	$ 5,837	$ 5,928	$ 5,970
Gain % from 0 to 3rd year	90.0%	43.2%	47.7%	39.5%	41.1%	43.9%
Wage gain over aver 0 to 3rd year	$ 6,849	$ 2,717	$ 2,943	$ 3,312	$ 2,199	$ 2,789
Gain % over aver 0 to 3rd year	38.2%	12.6%	14.4%	15.1%	9.5%	13.0%
Wage gain from 1st to 3rd year	$ 3,263	$ 4,166	$ 4,734	$ 3,086	$ 4,052	$ 4,132
Gain % from 1st to 3rd year	18.7%	27.1%	33.8%	17.6%	24.9%	26.8%
Wage gain over aver 1st to 3rd year	$ 4,008	$ 1,386	$ 1,384	$ 1,493	$ 2,003	$ 1,477
Gain % over aver 1st to 3rd year	19.3%	6.1%	6.3%	6.3%	8.6%	6.5%